

PAY FLEXIBILITIES

1. PURPOSE

This Directive establishes Marketing and Regulatory Programs (MRP) policy for implementing key provisions of the Federal Employees Pay Comparability Act (known either as FEPCA or Pay Reform) of 1990.

2. INSTRUCTIONS

This Directive replaces the following Agency-specific directives and instructions:

- a. AMS Directive 323.1, Advances in Pay under FEPCA, dated 10/5/92.
- b. AMS Directive 324.1, Payment of Travel and Transportation Expenses for New Appointments and Preemployment Interviews, dated 3/8/93.
- c. AMS Directive 326.1, Appointments Above the Minimum Based on Superior Qualifications, dated 4/26/93.
- d. AMS Directive 328.1, Recruitment, Relocation, and Retention Payments, dated 4/26/93.
- e. APHIS Directive 4531.1, Pay Reform, dated 9/15/92.
- f. APHIS Human Resources Desk Guide (HRDG) (formerly Supervisor's Desk Guide), Subchapter 4531, Pay Reform, dated 10/92.
- g. APHIS Personnel Manual Subchapter 4531, Pay Reform, dated 4/92.
- h. FGIS Directive 4531.1, Pay Reform, dated 9/4/92.
- i. P&SA Directive 402.10, Pay Reform, dated 9/22/92.

3. AUTHORITIES/REFERENCES

This Directive supplements the following laws, rules, and regulations:

- a. Pay Reform Act, Public Law 101-509, dated 11/5/90.
- b. Title 5, United States Code, Parts 5377 and 5391.
- c. Title 5, Code of Federal Regulations, Parts 530, 531, 550, 553, 572, and 575.
- d. United States Department of Agriculture Office of Personnel Letters 338-9, dated 7/26/91; 572-1, dated 3/5/91; 575-1, dated 5/16/91; and 575-2, dated 8/20/92.

4. POLICY

- a. It is MRP policy to provide pay reform programs and flexibilities to improve managers' and supervisors' ability to recruit and retain a quality workforce.
- b. Before this policy can be implemented for employees in recognized bargaining units, agencies must discharge their bargaining obligations.

5. OPERATING GUIDELINES

Additional information on pay reform may be found in the HRDG Chapter 4500, Pay Flexibilities. This Directive and HRDG Chapter 4500 are available on the MRPHR home page at www.aphis.usda.gov/mb/mrphr, the APHIS electronic library at www.aphis.usda.gov/library, and the AMS Administrative Issuances home page at www.ams.usda.gov/issuances.

6. INQUIRIES

Direct general inquiries on procedural matters to the servicing personnel office. Direct requests for policy interpretations on complex issues to the Pay, Leave, and Tours of Duty Specialist, Human Resources Enhancement Branch, MRPHRD.

/s/

William J. Hudnall
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